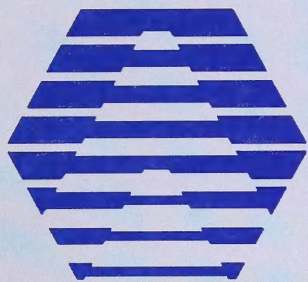


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*Excellence Through
Training and Experience*

Alberta Apprenticeship and Industry Training Board

1995/96 Annual Report

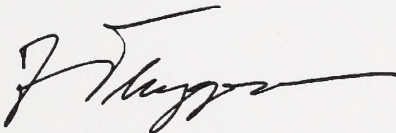
September 1996

Honourable Jack W. Ady
Minister
Advanced Education and Career Development
229 Legislature Building
Edmonton, Alberta
T5K 2B6


Dear Mr. Ady:

I am pleased to present you with the fourth annual report of the Alberta Apprenticeship and Industry Training Board. This report covers the Board's operations for the period of April 1, 1995 to March 31, 1996.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'J. Thygesen', with a long horizontal flourish extending to the right.

Jake Thygesen
Chairman
Alberta Apprenticeship and Industry Training Board



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CONTENTS

	<u>Page</u>
A Message from the Board Chairman	1
The Alberta Apprenticeship and Industry Training Board Members	2
Major Board Initiatives	3
The Board and the Apprenticeship and Industry Training System	11
Alberta Apprenticeship and Industry Training Board Members' Biographies	14
Apprenticeship Output Statistics	20

A Message from the Board Chairman

◆ **Changes**

The Board has dealt with another year of fast-paced change. Major shifts have occurred in areas of the labour market, the world of work and training requirements. To this end, the Board has devoted its energies to responding proactively to these changes and challenges.

◆ **Initiatives**

Throughout the past year, the Board developed and implemented a number of initiatives that balance responsiveness to industry's training requirements with high quality training standards. Some of these initiatives included encouraging the development of alternate forms of training opportunities, strengthening government-industry partnerships, providing a leadership role in national apprenticeship matters and consulting with and being accountable to Albertans.

◆ **Responsiveness and enhancement**

I believe that the Board will continue to successfully respond to these various challenges and opportunities in the years to come, by addressing the four goals of Alberta's adult learning system: accessibility, responsiveness, affordability and accountability. This will allow us to maintain and enhance our internationally recognized industry training system.

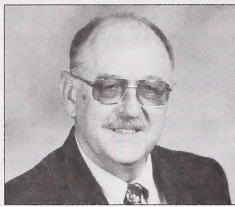
The Alberta Apprenticeship and Industry Training Board Members



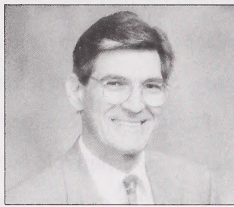
Jake Thygesen - Board Chairman
(see page 14)



Lawrence W. Bates
(see page 14)



Brian G. Bickley
(see page 17)



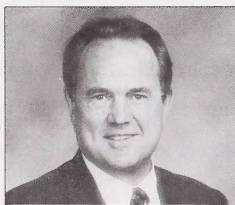
Marius (Mac) J.V. Bourassa *
(see page 18)



John Briegel
(see page 15)



Cal W. Broadhurst *
(see page 19)



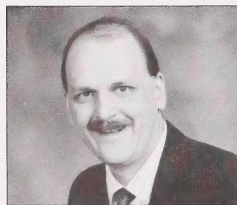
William A. (Bill) Bussing
(see page 15)



Betty Cochrane
(see page 15)



James (Jim) Courtney
(see page 15)



Markus Jenni
(see page 17)



A. McLean Millar
(see page 17)



Rose Simpson
(see page 18)



Douglas Smith
(see page 16)



Jack Strause
(see page 16)



Ronald (Ron) Townsend
(see page 16)



Allan (Al) Wheeler *
(see page 19)

* Cal Broadhurst, Al Wheeler and Mac Bourassa served as Board members to March 1995, June 1995 and December 1995, respectively.

NOTE: Biographies of the Apprenticeship and Industry Training Board Members can be found starting on page 14 of this document.

Initiatives Which Respond to Industry's Changing Skill and Training Requirements

- The Board recognizes that, as changes occur in the world of work and the labour market, so do employers' skill requirements and employees' training needs. During the 1995/96 fiscal year, the Board undertook a number of initiatives that responded to these changing employer and apprentice needs.

♦ Developing Alternate Forms of Training

The development of alternate forms of training include a number of initiatives designed to address industry's changing skill requirements, by encouraging them to develop, sponsor and fund training programs, as well as strengthening government-industry partnerships.

New Occupational Training Initiatives

- In April, 1995, on the Board's recommendation, the Minister designated the Plasterer occupation for industry training purposes under the *Alberta Apprenticeship and Industry Training Act*.
- The Board also recommended to the Minister the designation of the occupations of Warehousing and Construction Craft Labourer.

Advanced Business Certificate Program for Journeymen

- Recognizing that many persons working in the trades require business and management skills as well as technical competencies, the Board designed a business management certification program for persons with trade certification. This program, operating on full cost recovery, will provide trades people with the necessary skills to advance into management positions or to operate their own business.
- Continuing the development work begun last year, the Board, on the recommendation of the *Advanced Business Certificate Program Ad-Hoc Committee*, representing industry, approved criteria for certifying graduates within this management program. The Board directed department staff to begin identifying and accrediting existing training programs for recognition under this certification program.

◆ Changing Training Requirements in the Trades

As industry's training and certification requirements change, new and innovative approaches to maintaining high training standards are essential. The Board has addressed these changing needs by adjusting the content and time of training in the trades. This was done in a number of ways.

Creation of Specialty, Craft Areas within Existing Trades

- To promote training to a recognized provincial standard in a segment of the construction industry where it did not exist before, the Board approved training for the Metal Building System Erectors as a specialty or craft area within the Ironworker trade. Formal instruction in this branch of the trade has been made available at the Northern Alberta Institute of Technology.
- The skill requirements in the Autobody Technician trade have increased as the automobile has become more technologically sophisticated. In response to this change, a survey was commissioned to establish industry support for the concept of creating three distinct craft areas within the Autobody Technician trade. The three areas are: collision, painter, and collision and painter (Autobody Technician). On the Provincial Apprenticeship Committee's recommendation, the Board, in principle, approved the concept. This would permit apprentices, who wish to work in a broad but specialized area of this trade, to obtain their training within an acceptable period of time with an assurance that they receiving up-to-date training.
- To accommodate the changing needs of industry, and to increase training for trailer repairers, the Board, in concert with the Provincial Apprenticeship Committee, is considering the concept of redesigning the Heavy Equipment Technician trade into three craft areas: off-road equipment, trucks and buses, and truck-trailers. These three craft areas have Interprovincial (Red Seal) status in six provinces. The Board has commissioned a survey, through the Provincial Apprenticeship Committee to establish industry support for this change.

Changes to the Content and Length of Formal Instruction in the Trades

- On the recommendation of the Provincial Apprenticeship Committee, the Board recommended that eight weeks of additional formal instruction be added to the Recreation Vehicle Mechanic trade training program. This industry, which plays a key role in supporting tourism in Alberta, requires a highly skilled work force to service technologically sophisticated recreational vehicles.

- In response to industry's need for nationally recognized training standards in the Boilermaker trade, the Board approved a change from three to four levels of formal instruction. The first two levels are included in the first period of the program. The total training time remains unchanged at 24 weeks.
- The Board, in consultation with the Provincial Apprenticeship Committees, updated and approved the course content of the following trades: the Appliance Serviceman, Floorcovering Installer, Gasfitter, Motorcycle Mechanic, Roofer, and Structural Steel and Plate Fitter. The committee also reviewed the curricula for the following trades as well as one occupation: Autobody Technician, Carpenter, Concrete Finisher, Electrician, Crane and Hoisting Equipment Operator, Machinist, Millwright, Partsman, Tilesetter, Welder and Gas Utility Operator.

Changes to Trades Training Standards

- To bring the Alberta apprenticeship system's training standard in line with that of its interprovincial partners, the Board raised the pass mark on all Government entrance examinations, period examinations, and progressive and equivalency examinations from 65% to 70%. This change makes these examinations consistent with the interprovincial standards (Red Seal) examination pass mark. This change will be implemented for the school term that starts in the fall of 1997.
- The Board, further to raising the Alberta apprenticeship exams' passmark to interprovincial standards, is committed to and encourages interprovincial labour mobility through Interprovincial (Red Seal) designation of trades. Alberta now has 38 Red Seal trades. Several Alberta Provincial Apprenticeship Committees participated in the development and validation of Interprovincial exams for new Red Seal trades. Over 93% of Alberta's Journeymen are eligible for Red Seal Designation. This enhances their mobility and the employers ability to bid on interprovincial contracts.
- The Board approved, on the recommendation of the respective Provincial Apprenticeship Committees, the adoption of redesigned record books (known as Blue Books) in the following trades: Boilermaker, Bricklayer, Electrician, Gasfitter, Landscape Gardener, Painter and Decorator, Plumber, and Steamfitter-Pipefitter. The Blue Book allows employers to monitor the apprentice's on-the-job training component. This initiative assists in raising the standard of work experience and training that apprentices receive from employers while on-the-job.

- The Board is committed to providing apprentices with training which incorporates safety as an integral part of their instruction, without lessening the responsibility of the employer and the apprentices to address general safety training. To this end, the Board approved a policy on safety training that sees it remain an integral part of the apprentices' formal instruction while non-trade specific safety training remains the responsibility of the employer and the employee.

Providing National Leadership in Apprenticeship Training

- Consistent with the Board's commitments to pursue increased labour mobility and interprovincial training standards, the Chairman of the Alberta Apprenticeship and Industry Training Board co-chaired the National Apprenticeship Conference held in Ottawa on November 24 - 26, 1995. Approximately 360 delegates attended representing business, labour, training institutes and governments (both Federal and Provincial) from across Canada.

Initiatives to Maintain an Affordable and Responsive Training System

The Alberta apprenticeship and industry training system is based on a strong, long-standing partnership between the federal and provincial governments, employers and employees. It is also supported by Alberta's publicly funded colleges and technical institutes which provide formal instruction to apprentices. In the interest of maintaining a responsive and affordable training system, the Board encouraged even greater industry investment in and sponsorship of apprenticeship and industry training.

◆ Strengthening Government-Industry Partnerships

New Training Partnerships

- Two such partnership initiatives, begun last fiscal year, were the *General Motors' Automotive Service Education Program (ASEP)* and *John Deere's Agricultural Technician Training Program*. In both cases, the partnerships were implemented as four year pilot projects, subject to an annual Board and department review. The manufacturers agreed to abide by training standards required by the Board, and to make substantial yearly donations of training materials and equipment to the institutions providing the formal instruction in these trades.

- The ASEP initiative provides for the General Motors of Canada's Automotive Service Technician program to be delivered within the Alberta Automotive Service Technician apprenticeship program. As part of the agreement, General Motors provided substantial quantities of new equipment and training materials to NAIT and SAIT. The first year evaluation of ASEP, undertaken for the Board, indicated that the program was meeting training standards. The pilot project was approved to continue for a second year.
- The John Deere Agricultural Technician Training initiative provides for John Deere apprentices to receive training to the Alberta standard, primarily on their product line. On successful completion of their training, apprentices obtain journeyman certification in both the Agricultural Mechanic and Heavy Equipment Technician trades. As part of the agreement, John Deere has made a substantial contribution of equipment and materials to Olds College. The project's first annual review and evaluation is currently under way.
- The Board recognized the need to encourage employers to register and train apprentices and employ certified journeymen. As a promotional initiative, the Board targeted large Alberta employers and employer associations to receive this message. This was accomplished by inviting Chief Executive Officers from Alberta's largest firms to attend Board meetings, as guests and observers. The Board also made presentations about the Alberta apprenticeship and industry training system to the boards and membership of employer associations. The result of these initiatives has been a heightened awareness and new appreciation for this training system in some critical quarters of industry, and the creation of significant new linkages with influential industry representatives.

Initiatives Which Enhance Access to Apprenticeship and Industry Training

The Board has responded to the growing demand from industry for a more flexible and accessible apprenticeship training system, and for greater access to work in the trades by persons who possess the required skills and related abilities.

♦ Creating Initiatives to Make Training More Accessible

Weekly Apprenticeship Training (WAT)

- In response to industry's request for a weekly rather than daily formal instruction classes for apprentices, the Board, with the Department, developed and approved a Weekly Apprenticeship Training pilot program for the Cook and Baker trades. Each

program is a 3-year pilot. This initiative provides greater flexibility for employers and apprentices alike by providing an alternative to the traditional block-release route.

- The Cook WAT program is offered at Lethbridge Community College and Keyano College, and the Baker WAT program is offered at the Southern Alberta Institute of Technology.

Distance Delivery Training Program

- As another alternative to block-release training, the Board supported a Distance Delivery Training Program for the electrical trade. The program is offered at the Northern Alberta Institute of Technology and includes both tutorial sessions, via telephone and electronic mail, and laboratory sessions on campus.

Dual Apprenticeship

- The Board approved a policy that allows a trainee to hold contracts of apprenticeship in two designated trades at the same time, leading to certification in both trades. This creates greater flexibility in and accessibility to training, especially where the apprentice's employment opportunities are affected by seasonal fluctuations in the labour market.

Accredited Programs

- To create greater opportunities for flexible and accessible training, the Board encourages Provincial Apprenticeship Committees to accredit training programs that achieve the objectives of the apprenticeship and industry training system. Over 50 such programs have been accredited from other training areas including: technology, technician, pre-employment and Careers and Technology Studies programs. The accredited programs provide apprentices and trainees with advanced standing in their respective apprenticeship training programs.

Promotional Initiatives

- The Board continues to support the "Careers. . . The Next Generation" initiative undertaken by the Alberta Chamber of Resources in cooperation with the Alberta and Federal Governments. The aim of this project is to increase enrollments in the trades and technologies by encouraging industry-school partnerships which create more work-experience opportunities for graduating students.

- The Board is and has been a strong supporter of the Registered Apprenticeship Program (RAP) which, with support from Alberta Education, is taking hold in Alberta high schools. Under this initiative, high school students can obtain work experience in the trades while receiving credit towards both a high school diploma and a journeyman certificate.
- The Board maintains a speaker's bureau. Its members are available and willing to speak to interested parties about careers in the trades and the advantages of Alberta's apprenticeship and industry training system.
- The Board initiated the Alberta Apprenticeship and Industry Training - Top Apprentice Awards - Program. The program promotes awareness of apprenticeship and industry training, by acknowledging the excellence exhibited by the top apprentice in each trade. Following a one-year trial, the Board implemented these awards on an annual basis.

Initiatives to Increase Accountability for the Training System

The Board recognizes that all Alberta apprenticeship and industry training system partners must be accountable for the results of their activities to apprentices and trainees, to taxpayers and employers. The following initiatives advance the Board's efforts.

♦ Implementing Key Performance Indicators for Apprenticeship and Industry Training

The Board, in cooperation with the department, has established performance indicators for Alberta's apprenticeship and industry training system. These indicators, when fully implemented, will measure:

- The yearly provincial cost for training an apprentice
- The yearly provincial cost for producing a graduate from the Alberta apprenticeship training system
- The yearly training completion ratio
- Employers' satisfaction with the Alberta apprenticeship and industry training system
- Apprentices' satisfaction with this training system
- The responsiveness of the apprenticeship and industry training system to the skill requirements of the Alberta economy.

The Board will start publishing detailed results for these performance indicators in the next annual report.

Preliminary data, gathered from a variety of existing sources, indicate the following:

- In 1995 there were 23,407 registered apprentices, 3,963 apprenticeship graduates, and 12,347 apprentices who received formal instruction
- In a federal survey (*National Apprenticed Trades Survey*), conducted nationally in 1994, Alberta apprentices said:
 - i) 94% of them were very satisfied or satisfied with the in-school formal instruction component of their apprenticeship program. Only 6% stated they were dissatisfied or very dissatisfied;
 - ii) 76% of them rated the quality of supervision during the on-the-job component of their apprenticeship training as excellent or good, whereas 16% rated it as fair and 8% cited it was poor; and
 - iii) 80% of them rated the skills taught during the on-the-job training, relating to the basic requirements of the trade, as excellent or good, 14% stated it was fair and 6% cited that it was poor.
- In another survey, known as the *Study of Heavy Equipment Technician - Phase 1*, focussed on approximately 1,400 Alberta employers who employ Heavy Equipment Technicians. Seventy-four (74) percent thought the current apprenticeship training system did an excellent or good job at producing Journeymen with skills needed by the company in this trade, 22% thought the apprenticeship training system did a fair job and only 4% thought the system did a poor job.

The Board and the Apprenticeship and Industry Training System

◆ Apprenticeship and Industry Training System Mission

The Mission of the Alberta apprenticeship and industry training system is to ensure that training in the trades and occupations is current and relevant to the needs of employers, apprentices and occupational trainees, and that the delivery system has the expertise and flexibility to continue to meet industry's needs.

◆ The Board's Mandate

To support this Mission, the Alberta Apprenticeship and Industry Training Board provides advice to the Minister of Advanced Education and Career Development on all matters relating to the training and certification of persons in designated trades and occupations, and on the needs of the Alberta labour market.

Other specific functions of the Board include:

- Reviewing requests for designation or re-designation of trades and occupations
- Recognizing apprenticeship and student work experience programs, as well as other training and work experience programs, as defined under the *Apprenticeship and Industry Training Act*
- Appointing members to local and provincial apprenticeship committees, and to provisional and occupational training committees
- Monitoring activities of provincial apprenticeship committees
- Developing policies for recognizing training programs and competencies possessed by persons working in the trades as being equivalent to those provided under the Act
- Making regulations, with the approval of the Minister, regarding designated trades and designated occupations

◆ Board membership

The Board membership consists of the following:

- Chairman
- Four members representing employers in designated trades
- Four members representing employees in designated trades
- Two members representing employers in non-trade occupations
- Two members representing employees in non-trade occupations

◆ **The Board's Standing Committees**

The Board has three standing committees to expedite its work:

- The *Labour Market Issues and Board Operations Committee* which monitors labour market activity and identifies related industry training needs and opportunities and addresses operational activities of the Board.
- The *Industry Standards Committee* which formulates policies and standards which meet emerging requirements of the apprenticeship and industry training system.
- The *Provincial and Local Apprenticeship Committees Nominations Committee* which monitors the operations of the apprenticeship and industry training advisory network and reviews nominations for membership to it.

◆ **The Board's Ad-hoc Committees**

- During the last fiscal year, the *Advanced Business Certificate Ad-hoc Committee* developed a certification program which would recognize journeymen with business management skills, and accredit existing training programs which could develop these skills in persons working in the trades. The committee will remain active until this certification program has been fully implemented. Membership includes representation from various areas of the private sector.
- The Alberta Apprenticeship and Industry Training Board and Alberta Advanced Education and Career Development have struck a joint *Industry Consultation Steering Committee*. The committee's purpose is to consult with Albertans about Alberta's future needs for a skilled workforce and for identifying ways to keep the Alberta apprenticeship and industry training system responsive, accessible, cost-effective and accountable.

◆ **Industry Advisory Network**

In carrying out its responsibilities, the Board draws upon the advice and assistance of an industry-based advisory network. This network consists of provincial apprenticeship committees for each of the designated trades. In those regions where substantial apprenticeship training is taking place, local apprenticeship committees may also exist. In addition, there are also occupational training committees for each of the designated occupations.

- Provincial apprenticeship committees regularly review and update the requirements and standards for the training and certification standards of persons in their trade, and advise the Board on these matters.
- Local apprenticeship committees monitor the training progress of apprentices in their trade and provide recommendations to the provincial committees on matters relating to apprenticeship training and certification.
- Occupational training committees review standards for the training of persons in specific occupations other than trades, and advise the Board on these matters.
- To address the employers' and employees' interests and needs, the Board appoints an equal number of employer and employee representatives to each committee.

◆ Department Support

- The *Apprenticeship and Industry Training Division* of Alberta Advanced Education and Career Development provides technical, research, and general administrative support to the Board and the apprenticeship and industry training system as a whole.
- The *Learner Assistance Division* is the delivery arm of Advanced Education and Career Development, providing Albertans access to the department's programs and services. Responsible for registration, counseling, examination and scheduling services, this Division works cooperatively with the Apprenticeship and Industry Training Division and other areas of the department to facilitate an efficient and effective delivery of apprenticeship to all Albertans.

Current Members of the Board

◆ Chairman

JAKOB T. (JAKE) THYGESEN

Mr. Thygesen is the Chairman of the Board. His term continues until December 31, 1997.

Mr. Thygesen holds a Journeyman Certificate in both the Plumber and Gasfitter trades. Currently retired from active business, he has been involved in the construction industry for most of his adult life. Since completing his apprenticeship, he worked for Fuller and Knowles Inc. and eventually became its Board Chairman.

He has also participated in various other organizations. These include past chairmanships of the Canadian Construction Association (CCA), the Alberta Construction Association and the Trade Contractors Section of the CCA, and a founding member of the Canadian Labour Force Development Board (CLFDB). He also served on the National Task Force on Apprenticeship, which preceded the CLFDB.

Mr. Thygesen's community involvement includes participation with the Knights of Columbus, Foundation chairman and member on Board of Governors of the Newman Theological College in Edmonton, and past president of the South Edmonton Rotary Club.

◆ Representing Employers in Designated Trades

LAWRENCE W. BATES

Mr. Bates' term on the Board continues until December 31, 1996.

He has thirty years of experience in the automotive industry. He is currently president of Stadium Nissan Inc., Calgary. In the past, he worked for General Motors of Canada as a Mechanical Training Instructor, District Service Manager and Supervisor of Customer Services. He also worked for Jack Carter Chev Olds Cadillac in Calgary as Service Manager, Lease Department Manager and New Vehicles Sales Manager.

Mr. Bates is currently president of Automotive Regional Training Association, Director of the Calgary Better Business Bureau and a member of both the Calgary Chamber of Commerce and the Rotary Club of Calgary. He is past chairman of the Nissan Dealer Performance Group, the Nissan Canada Dealer Council and the Calgary International Auto and Truck Show, past Director of the Motor Dealers Association of Alberta and past president of the Calgary Motor Dealers Association.

WILLIAM A. (BILL) BUSSING

Mr. Bussing's term on the Board continues until December 31, 1996.

Mr. Bussing holds a degree in Electrical Engineering and a Master's degree in Economics. He is also a Registered Professional Engineer with and a member of A.P.E.G.G.A. He has 25 years experience in the construction industry, primarily in relation to electrical work, instrumentation and general construction. He is currently General Manager, Electrical and Automation Services for Flint Canada Inc.

Mr. Bussing is currently active in a number of industry organizations including the Merit Contractors Association, Alberta Construction Association and the Construction Owners Association of Alberta. He is past president of the Edmonton chapter and former Board member of the Electrical Contractors Association of Alberta.

BETTY COCHRANE

Ms. Cochrane's term on the Board continues until December 31, 1996.

She holds a Journeyman Certificate in the Partsman trade. She has had 13 years employment in the lumber manufacturing industry and 5 years in the freight/manufacturing industry. She is currently self-employed in the high technology field.

JAMES (JIM) COURTNEY

Mr. Courtney's term on the Board continues until December 31, 1997.

Mr. Courtney holds Journeymen Certificates in the Welder, Machinist and Tool and Die Maker trades. He is President of Courtney Berg Industries. He is also on the Board of Directors of the Prairie Implement Manufacturers Association.

◆ Representing Employees in Designated Trades

JOHN BRIEGEL

Mr. Briegel's term on the Board continues until December 31, 1997.

He is the business manager for the International Brotherhood of Electrical Workers (I.B.E.W.) Local 254 and was previously its Assistant Business Manager for 14 years. Mr. Briegel is currently a Vice-President of the Southern Alberta Building Trades Council and an executive board member of the Alberta & NWT (District of McKenzie) Building and Construction Trades Council.

He is past member of both the Electrician Provincial and Local Apprenticeship committees and a former secretary of the Joint Education Committee of the Electrical Industry Education Trust Fund of Southern Alberta.

DOUGLAS SMITH

Mr. Douglas' term on the Board continues to December 31, 1996.

He holds Journeyman Certificates in the Machinist and Millwright trades and a certificate in Engineering Technology. Mr. Douglas has over 30 years experience in industry. He is currently employed at NOVA Corporation, where he is Team Leader in the Facilities Maintenance Department. In the past, he worked in manufacturing and maintenance engineering in Southern Africa and for Acro Machine and Fabrication as a Machinist and General Foreman. He has also instructed for the Mechanical Engineering department, Southern Alberta Institute of Technology.

JACK STRAUSE

Mr. Strause's term on the Board continues until December 31, 1997.

Mr. Strause holds a Journeyman Certificate with an Interprovincial Red Seal in the Sheet Metal Worker trade. He has twenty years of sheet metal related experience in the construction industry.

Mr. Strause was past President of both the Edmonton Association of Sheet Metal and Air Conditioning Contractors, and the Sheet Metal Contractors Association of Alberta. He was also a provincial finalist at the Canadian Sheet Metal Competition.

RONALD (RON) TOWNSEND

Mr. Townsend's term on the Board continues until December 31, 1996.

Mr. Townsend has twenty years of experience in the delivery and administration of apprentice and journeyman training. He is currently the Training Coordinator with the United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union 488. He also administers the Edmonton Pipe Trades Joint Apprenticeship Training Fund. His past work experience also includes positions such as construction foreman and superintendent, pipe trades instructor at the Northern Alberta Institute of Technology, and Training Coordinator with the Occupational Health and Safety Inspection Branch of the Alberta Labour.

He is also labour representative on the Minister's Occupational Health and Safety Council, Chairman for the Board of the Metal Fabricating Health and Safety Association, and President of the Western Apprenticeship Coordinators Association (Alberta). He is also active on the boards of Skills Canada and the Alberta Congress Board.

◆ **Representing
Employers in
Non-trades
Occupations**

BRIAN G. BICKLEY

Mr. Bickley's term on the Board continues until December 31, 1996.

Mr. Bickley holds certificates in Industrial Instrumentation, Watchmaking and Adult Continuing Education. Mr. Bickley has thirty years experience in industry. He is currently employed by Syncrude Canada Ltd. as Industrial Relations Manager. Previously during his employment with Syncrude, he held positions as Instrument Supervisor, Shutdown Manager and Maintenance Manager. Prior to joining Syncrude, he was employed by the Steel Company of Canada and Texaco.

A. McLEAN (MAC) MILLAR

Mr. Millar's term on the Board continues until December 31, 1997.

He holds both a degree in Mechanical Sciences from Cambridge University and a diploma in Business Management from Brunel University in London, England. Mr. Millar is currently involved in the refrigeration and food equipment industry. Previously, he was involved in cement and concrete manufacturing as well as directing vehicle and mobile equipment maintenance operations for the City of Calgary.

◆ **Representing
Employees in
Non-trades
Occupations**

MARKUS JENNI

Mr. Jenni's term on the Board continues until December 31, 1998.

Mr. Jenni holds a Journeyman Certificate in the Cook trade. He is currently the Executive Chef for the Crowne Plaza Holiday Inn Hotel, Edmonton. His past experiences involved working as a cook and chef for various hotels and resorts in Switzerland. He was also Chef, and later Banquet Chef, at Montreal's Queen Elizabeth Hotel as well as Executive Chef for the Hilton Hotels.

Mr. Jenni is currently Examiner for the Certified Chef de Cuisine course at the Canadian Culinary Institute. He has also held positions as Education Chairman for the local branch of the Canadian Federation of Chefs De Cuisine and as a Board member of the Alberta Tourism Education Council (ATEC).

Mr. Jenni has also been involved in culinary competitions across Canada, the United States and Europe which has earned him several gold and silver medals. He is a past member of the Team Alberta at the Culinary Olympics and was Manager of this team for the 1992 Culinary Olympics.

ROSE SIMPSON

Mrs. Simpson's term on the Board continues until December 31, 1998.

Mrs. Simpson holds a Journeyman Certificate with an Interprovincial Red Seal in the Carpenter trade as well as a certificate in Building Technology and a Level 1 Building Inspection Diploma Certificate. She currently runs her own contracting business.

Mrs. Simpson's community work includes serving as a School Trustee on the Board of Education for the County of Beaver No. 9, and as a Library Trustee for the Town of Tofield, Alberta.

Past Members of the Board

MARIUS (MAC) J. V. BOURASSA

Mr. Bourassa represented employers in the designated trades on the Board until December 31, 1995.

He holds a Journeyman Certificate with an Interprovincial Red Seal in the Carpenter trade and a diploma in Architectural Technology. Mr. Bourassa has thirty years of experience in the Building Construction industry as a project manager and superintendent. He is currently a Vice President with PCL Construction. He also served on a number of other organizations such as chairman of the Alberta Construction Association's Apprenticeship Committee, Co-Chairman of the Merit Contractors Association Legislation Committee, director of the Edmonton Downtown Development Corporation, and a member of the advisory committee for the Northern Alberta Institute of Technology's Civil Engineering Technology program.

CAL W. BROADHURST

Mr. Broadhurst represented employees in the designated trades on the Board until December 31, 1995.

He holds Journeyman Certificates in both the Millwright and the Welder (First Class) trades. Mr. Broadhurst has held the following positions: Training Instructor, Millwright and Welder Supervisor. As a Training Instructor, he taught courses throughout Canada and internationally in Preventative Industrial Maintenance, Pumps and Compressors, Alignments, Vibration Analysis, Welding and Rigging.

ALLAN (AL) WHEELER

Mr. Wheeler represented employers in the designated trades on the Board until June 30, 1995.

He holds a Journeyman Certificate with an Interprovincial Red Seal in both the Automotive Technician and Heavy Equipment Technician trades. Mr. Wheeler has worked in the mining and logging industries. He currently runs his own automotive shop.

Apprenticeship Output Statistics

	<u>Page</u>
Chart 1 Number of Apprenticeship Graduates, 1965 to 1995	21
Chart 2 Indenture and Cancellation Rates, 1965 to 1995	21
Table 1 Selected Apprenticeship Statistics, 1995	22
Table 2 Trade and Occupation Certificates Issued, 1995	23
Chart 3 Apprenticeship Formal Instruction Attendance, 1965 to 1995	25
Chart 4 Apprentices Registered in Alberta, 1946 - 1995	25
Table 3 Apprenticeship Formal Instruction Attendance, by Trade and Period of Training, 1995	26
Table 4 Formal Instruction Attendance, by Institution and Period of Training, 1995	27
Table 5 Apprenticeship Registrations, Graduations and School Attendance, by Location, 1995	27
Table 6 Newly Registered Apprentices with Advanced Standings in Apprenticeship, by Trade, 1995	28
Table 7 Frequency of Industry Advisory Network Meetings, by Trade, 1995	29

CHART 1

**APPRENTICESHIP GRADUATES
1965 TO 1995**

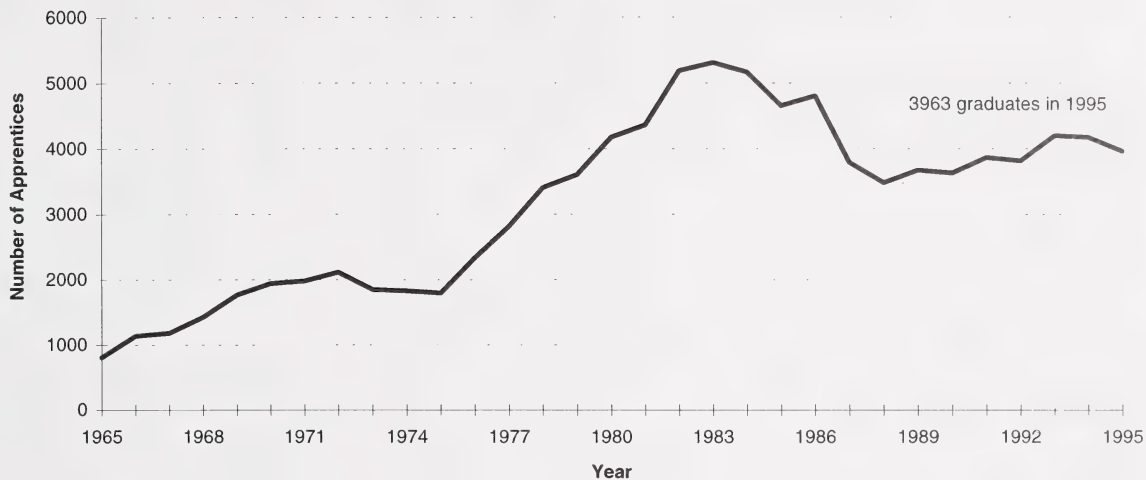
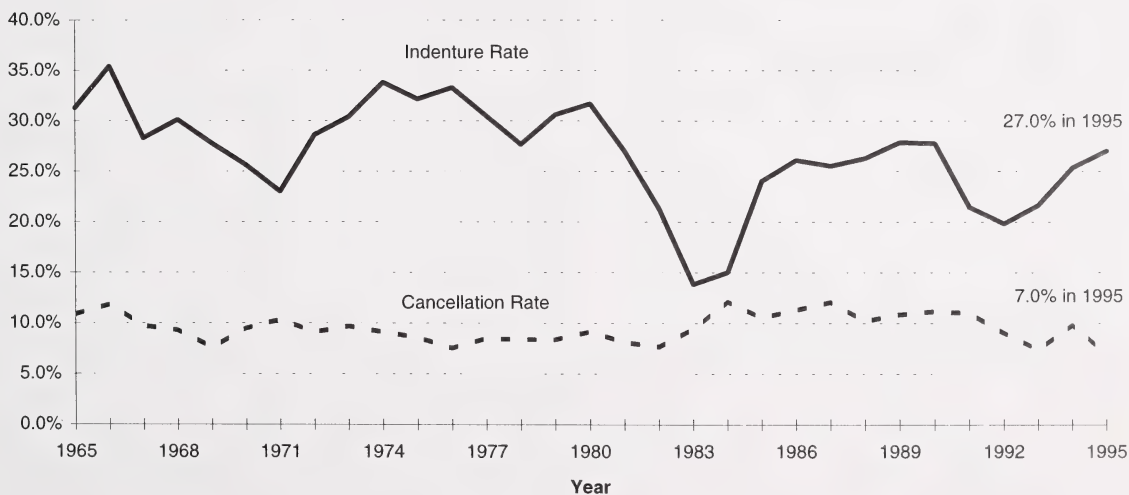


CHART 2

**INDENTURE AND CANCELLATION RATES *
1965 TO 1995**



*NOTE: *Indenture Rate* is the ratio of new apprentices in the year to the sum of the total registered apprentices at the beginning of the year and the new apprentices in that year.

Cancellation Rate is the ratio of cancelled apprenticeship contracts during the year to the sum of total registered apprentices at the beginning of the year and new apprentices in that year.

TABLE 1**Selected Apprenticeship Statistics, 1995**

TRADE	REGISTERED APPRENTICES TO 1995	NEW REGISTERED APPRENTICES IN 1995	APPRENTICESHIP CANCELLATIONS IN 1995	APPRENTICESHIP GRADUATIONS IN 1995
AGRICULTURAL MECHANIC	97	51	7	17
APPLIANCE SERVICEMAN	95	25	9	20
AUTOBODY TECHNICIAN	525	172	65	95
AUTOMOTIVE SERVICE TECHNICIAN	1922	618	229	364
BAKER	267	94	28	40
BOILERMAKER	94	33	15	22
BRICKLAYER	83	25	6	13
CABINETMAKER	379	117	52	46
CARPENTER	1695	401	186	234
COMMUNICATION ELECTRICIAN	110	34	9	2
CONCRETE FINISHER	83	33	3	0
COOK	1085	410	136	171
CRANE & HOISTING EQUIPMENT OPERATOR	530	261	33	69
ELECTRICIAL REWIND MECHANIC	50	11	6	4
ELECTRICIAN	2748	633	220	454
ELECTRONIC TECHNICIAN	105	23	17	19
ELEVATOR CONSTRUCTOR	13	9	0	0
FLOORCOVERING INSTALLER	80	32	11	14
GASFITTER	182	81	11	35
GLASSWORKER	102	31	12	15
HAIRSTYLIST	1347	784	115	494
HEAVY EQUIPMENT TECHNICIAN	1756	650	81	292
INSTRUMENT MECHANIC	890	189	64	173
INSULATOR	270	46	26	23
IRONWORKER	244	189	7	9
LANDSCAPE GARDENER	300	97	43	44
LATHER-INTERIOR SYSTEMS MECHANIC	63	25	3	12
LOCKSMITH	88	29	2	0
MACHINIST	535	184	19	55
MILLWRIGHT	870	290	32	154
MOTORCYCLE MECHANIC	86	32	8	14
PAINTER AND DECORATOR	159	40	23	8
PARTSMAN	500	200	71	87
PLUMBER	1110	262	108	180
POWER LINEMAN	120	43	9	59
POWER SYSTEM ELECTRICIAN	41	15	8	14
PRINTING & GRAPHIC ARTS CRAFTSMAN	127	24	26	22
RECREATION VEHICLE MECHANIC	72	25	11	20
REFRIGERATION & AIR CONDITIONING MECHANIC	314	99	26	68
ROOFER	118	30	9	8
SAWFILER	36	17	4	6
SHEET METAL WORKER	524	130	52	52
SPRINKLER SYSTEMS INSTALLER	97	21	7	9
STEAMFITTER-PIPEFITTER	718	242	63	103
STRUCTURAL STEEL & PLATE FITTER	112	45	6	11
TILESETTER	33	3	4	1
TRANSPORT REFRIGERATION MECHANIC	35	18	1	8
WATER WELL DRILLER	37	20	5	6
WELDER	2560	1130	169	397
TOTAL	23407	7973	2057	3963

TABLE 2**Trade/Occupation Certificates Issued in 1995**

TRADE	JOURNEYMAN AND OCCUPATION CERTIFICATES TO COMPLETING APPRENTICES AND TRAINEES (See Note 1)	EQUIVALENCY DOCUMENTS (See Note 2)	RED SEAL CERTIFICATES ISSUED TO COMPLETING APPRENTICES	EXTENDED RED SEAL PROGRAM CERTIFICATES (See Note 3)
AGRICULTURAL MECHANIC	20	1		
APPLIANCE SERVICEMAN	17	6		
AUTO BODY TECHNICIAN	91	1	61	1
AUTOMOTIVE SERVICE TECHNICIAN	353	22	301	15
BAKER	40			
BOILERMAKER	20		18	2
BRICKLAYER	13		13	
CABINETMAKER	44			
CABINETMAKER (PRODUCTION)	0			
CARPENTER	236	2	158	8
CEMENT FINISHER	0			
COMMUNICATION ELECTRICIAN	3	2		
COOK	174	6	156	7
CRANE AND HOISTING OPERATOR				
---MOBILE CRANE	23	6		
---BOOM TRUCK	47	2		
ELECTRICIAL REWIND MECHANIC	4			
ELECTRICIAN	451	11	279	52
ELECTRONIC TECHNICIAN	20	5	11	2
ELEVATOR CONSTRUCTOR	0	1		
FLOORCOVERING INSTALLER	14	1	10	
GASFITTER	35	5		
GASFITTER (SECOND CLASS)	267	10		
GLASSWORKER	13		14	1
HAIRSTYLIST	665	34	312	42
HEAVY EQUIPMENT TECHNICIAN	292	10	217	11
INSTRUMENT MECHANIC	165	1	134	9
INSULATOR	22			
IRONWORKER	14			
LANDSCAPE GARDENER	41	1		
LATHER-INTERIOR SYSTEMS MECH	11			
LOCKSMITH	0	1		
MACHINIST	55	1	48	2
MILLWRIGHT	145	6	131	19
MOTORCYCLE MECHANIC	14	2	1	4
PAINTER AND DECORATOR	7	2	7	3
PARTSMAN	83			
PLUMBER	170	9	154	8
POWER LINEMAN	68		48	4
POWER SYSTEM ELECTRICIAN	14			
PRINTING & GRAPHIC ARTS	23			
---BINDERY II	0			
RECREATION VEHICLE MECHANIC	21	1		
REFRIGERATION & AIR CONDITIONING MECHANIC	63	2	47	4
ROOFER	8		6	1
SAWFILER	4	1		
SHEET METAL WORKER	51	1	32	5

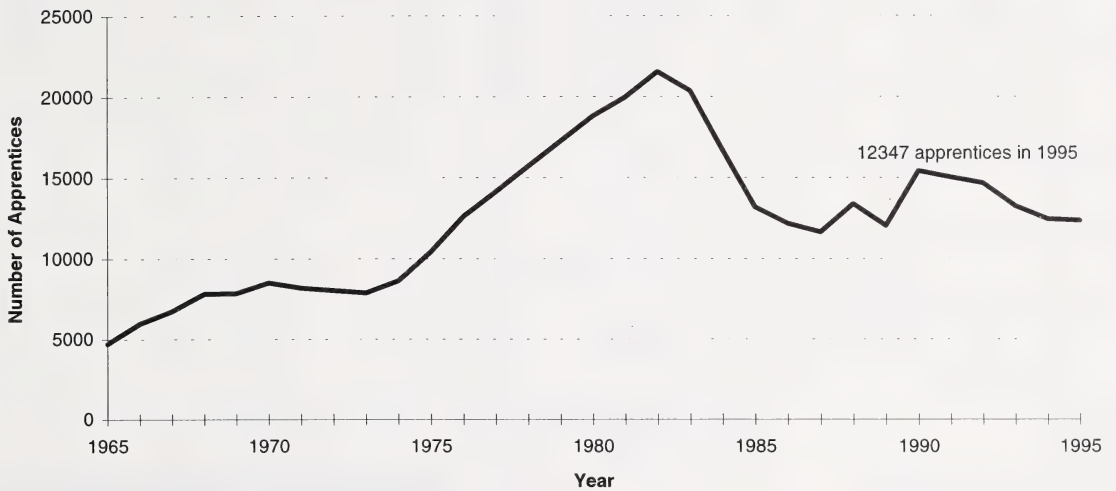
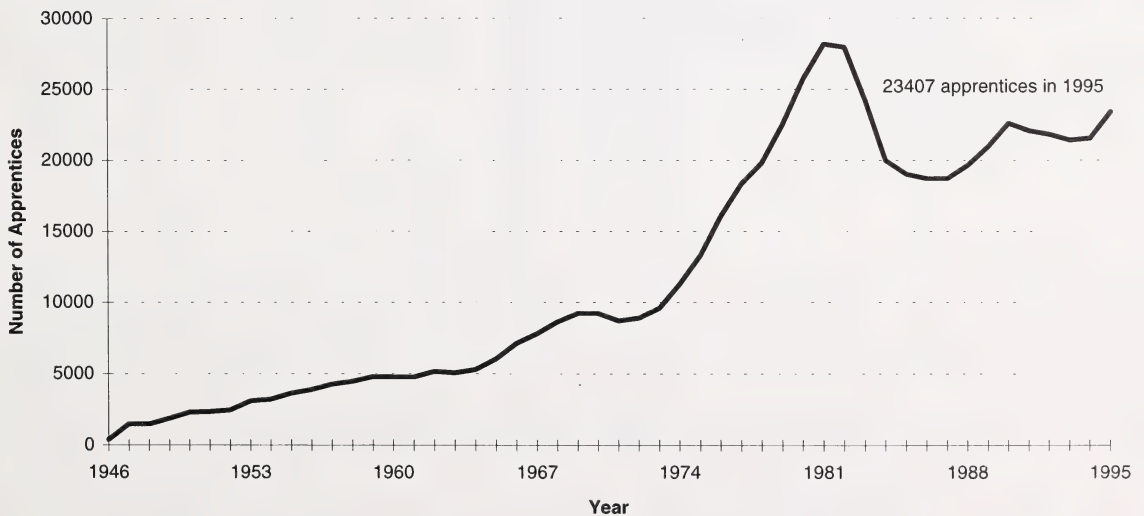
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TABLE 2 Continued...**Trade/Occupation Certificates Issued in 1995**

TRADE	JOURNEYMAN AND OCCUPATION CERTIFICATES TO COMPLETING APPRENTICES AND TRAINEES (See Note 1)	EQUIVALENCY DOCUMENTS (See Note 2)	RED SEAL CERTIFICATES ISSUED TO COMPLETING APPRENTICES	EXTENDED RED SEAL PROGRAM CERTIFICATES (See Note 3)
SPRINKLER SYSTEMS INSTALLER	9		9	1
STEAMFITTER-PIPEFITTER	102		91	6
STRUCTURAL STEEL & PLATE FITTER	11	1		
TILESETTER	1			
TOOL AND DIE MAKER	0	1		
TRANSPORT REFRIGERATION MECHANIC	7			
WATER WELL DRILLER	5			
WELDER	376	16	380	21
TOTAL JOURNEYMAN CERTIFICATES	4332	171	2638	228
GAS UTILITY OPERATOR OCCUPATION	38			
PLASTERER OCCUPATION				
TOTAL OCCUPATIONAL CERTIFICATES	38			
TOTALS - ALL CERTIFICATES	4370	171	2638	228

NOTES:

1. 3963 apprentices completed all their work experience and technical training requirements in 1995 and were therefore classified as "Apprentice Graduates" in Table 1. Journeyman certificates processed and issued to completing apprentices in 1995, however, totalled 4332 since some of the certificates issued were to apprentices who had completed all their work experience and technical training requirements in the previous year.
2. 171 Equivalency Documents were issued in 1995. Alberta Equivalency Documents are issued to recognize a certificate or document as being equivalent to a trade certificate granted under the Alberta Apprenticeship and Industry Training Act when the skills and knowledge upon which that certificate or document is based have been deemed to be equivalent to those of an Alberta certified journeyman in that trade.
3. 228 Extended Interprovincial Red Seal certificates were issued in 1995 to individuals who achieved journeyman status through certification only (i.e. without completion of an apprenticeship) or to individuals who had passed the Interprovincial examination in Alberta rather than in their own province.

CHART 3**APPRENTICESHIP FORMAL INSTRUCTION ATTENDANCE
1965 TO 1995****CHART 4****APPRENTICES REGISTERED IN ALBERTA
1946 TO 1995 ***

* While "an Act respecting the Training of Apprentices" was passed in Alberta in 1944, apprenticeship registration statistics in Alberta are only available from 1946.

TABLE 3**Apprenticeship Formal Instruction Attendance by Trade and Period of Training - 1995**

TRADE	1st Year	2nd Year	3rd Year	4th Year	TOTAL ATTENDANCE
AGRICULTURAL MECHANIC	24	15	N/A	N/A	39
APPLIANCE SERVICEMAN	24	18	24	N/A	66
AUTOBODY TECHNICIAN	80	86	100	N/A	266
AUTOMOTIVE SERVICE TECHNICIAN	310	270	342	284	1206
BAKER	51	26	35	N/A	112
BOILERMAKER (See Note 3)	20	0	20	19	59
BRICKLAYER	8	11	13	N/A	32
CABINETMAKER	82	63	36	57	238
CARPENTER	305	240	213	248	1006
COMMUNICATION ELECTRICIAN	11	10	1	0	22
CONCRETE FINISHER	28	0	N/A	N/A	28
COOK	170	165	176	N/A	511
CRANE AND HOISTING EQUIPMENT OPERATOR	97	N/A*	17	N/A	114
ELECTRICIAL REWIND MECHANIC	6	13	9	1	29
ELECTRICIAN	379	461	429	441	1710
ELECTRONIC TECHNICIAN	25	11	0	0	36
FLOORCOVERING INSTALLER	22	15	N/A	N/A	37
GASFITTER	33	N/A*	39	N/A	72
GLASSWORKER	12	6	16	30	64
HAIRSTYLIST	46	95	N/A	N/A	141
HEAVY EQUIPMENT TECHNICIAN	252	288	256	209	1005
INSTRUMENT MECHANIC	104	92	102	137	435
INSULATOR	27	31	32	N/A	90
IRONWORKER	18	6	10	N/A	34
LANDSCAPE GARDENER	62	48	48	48	206
LATHER-INTERIOR SYSTEMS MECHANIC	10	4	7	N/A	21
LOCKSMITH (See Note 4)	6	26	13	0	45
MACHINIST	132	60	40	78	310
MILLWRIGHT	123	110	153	150	536
MOTORCYCLE MECHANIC	0	4	7	15	26
PAINTER AND DECORATOR	34	47	0	N/A	81
PARTSMAN	81	84	78	N/A	243
PLUMBER	175	212	183	200	770
POWER LINEMAN	20	30	25	N/A	75
POWER SYSTEM ELECTRICIAN	0	0	0	12	12
PRINTING & GRAPHIC ARTS CRAFTSMAN	18	0	9	19	46
RECREATION VEHICLE MECHANIC	20	23	N/A	N/A	43
REFRIGERATION & AIR CONDITIONING MECHANIC	42	56	51	41	190
ROOFER	28	6	12	N/A	46
SAWFILER	5	6	9	8	28
SHEET METAL WORKER	67	85	54	47	253
SPRINKLER SYSTEMS INSTALLER	14	20	14	N/A	48
STEAMFITTER-PIPEFITTER	124	118	70	90	402
STRUCTURAL STEEL & PLATE FITTER	21	24	14	N/A	59
TILESETTER	0	13	10	N/A	23
TRANSPORT REFRIGERATION MECHANIC	0	10	8	N/A	18
WATER WELL DRILLER	0	12	N/A	N/A	12
WELDER	703	409	390	N/A	1502
TOTAL (See Note 5)	3819	3329	3065	2134	12347

NOTES:

1. "N/A" indicates completion of the program at the end of the previous period of training.
2. "N/A*" indicates no formal instruction is required in the period indicated according to the approved curriculum for that trade.
3. As of 1995/96, the number of formal instruction levels in the Boilermaker trade increased from three to four by including an "Entry Level" in the first period of the program.
4. Locksmith formal instruction was offered for the first time in the 1995/96 school year. Second and third period classes were scheduled for the 1995/96 school year.
5. The 12,347 apprentices who attended formal instruction represent approximately fifty-three percent of registered apprentices in the system as of December 31, 1995. The remaining forty-seven percent included those who had completed all their formal instruction requirements and were working on acquiring the required on-the-job training; those who registered as new apprentices after class scheduling had been completed for the year and those who were not able to attend for various personal reasons.

TABLE 4**Formal Instruction Attendance By Institution and Period of Training - 1995**

	1st Year	2nd Year	3rd Year	4th Year	Total
Alberta Vocational Centres	0	10	0	11	21
Delmar (See Note 1)	15	38	N/A	N/A	53
Fairview College	174	140	125	96	535
Keyano College	88	113	94	47	342
Lakeland College	119	149	121	56	445
Lethbridge Community College	148	121	89	62	420
Marvel (See Note 1)	31	57	N/A	N/A	88
Medicine Hat	91	53	41	28	213
Northern Alberta Institute of Technology	1695	1389	1399	1043	5526
Olds College	86	63	59	61	269
Red Deer College	279	220	218	139	856
Southern Alberta Institute of Technology	1082	965	910	583	3540
Employer Trained (See Note 2)	6	5	0	0	11
British Columbia Institute of Technology (Sawfilers)	5	6	9	8	28
TOTALS	3819	3329	3065	2134	12347

NOTES:

1. The Delmar and Marvel schools train Hairstylists. The Hairstylist trade is a two-year apprenticeship program.
2. Trans Alta Utilities is accredited to provide apprenticeship technical training for its Power Lineman apprentices.

TABLE 5**Apprenticeship Registrations, Graduations and School Attendance by Career Development Centre Location (CDC) - 1995**

	Total Registrations	New Apprentices	Apprentice Graduates	School Attendance
Calgary CDC	5529	2059	1053	3077
Lethbridge CDC	968	332	167	502
Medicine Hat CDC	755	286	140	438
Red Deer CDC	1779	628	327	1058
SOUTH REGION TOTAL	9031	3305	1687	5075
Bonnyville CDC	571	192	89	275
Edmonton CDC	8978	2624	1440	4229
Fort McMurray CDC	846	278	134	552
Grande Prairie CDC	1030	460	145	548
Hinton CDC	766	288	158	412
Peace River CDC	658	267	107	335
Slave Lake CDC	369	110	54	209
Vermilion CDC	708	260	129	434
NORTH REGION TOTAL	13926	4479	2256	6994
ACCESS INITIATIVES	59	3	14	39
CENTRAL OFFICE (See Note 1)	341	166	N/A	206
INTERPROVINCIAL/INTERNATIONAL APPRENTICES (See Note 2)	50	20	6	33
TOTALS	23407	7973	3963	12347

NOTES:

1. Alberta provides training for apprentices from other provinces and the territories where the trade is designated but they are unable to provide formal instruction due to small apprentice registrations numbers. Alberta does not issue these persons a certificate. Alberta has a cost recovery agreement with the Northwest Territories for the training provided to its apprentices.
2. Alberta registers apprentices and provides technical training to persons and firms in jurisdictions where no program exists. Alberta issues a certificate upon completion of the program.

TABLE 6

Newly Registered Apprentices with Advanced Standings in Apprenticeship, by trade, 1995 (Note 1)

TRADE	Advanced Standing in Formal Instruction (Note 2)	Advanced Standing in On-the-job Training (Note 3)
AGRICULTURAL MECHANIC	24	83
APPLIANCE SERVICE TECHNICIAN	11	82
AUTO BODY TECHNICIAN	88	490
AUTOMOTIVE SERVICE TECHNICIAN	453	1744
BAKER	65	243
BOILERMAKER	54	78
BRICKLAYER	7	53
CABINETMAKER	57	350
CARPENTER	218	1584
COMMUNICATION ELECTRICIAN	43	109
CONCRETE FINISHER	77	70
COOK	319	1054
CRANE & HOISTING EQUIPMENT OPERATOR	150	133
ELECTRICAL REWIND MECHANIC	9	44
ELECTRICIAN	432	2443
ELECTRONIC TECHNICIAN	41	107
ELEVATOR CONSTRUCTOR	19	15
FLOORCOVERING INSTALLER	6	68
GASFITTER	206	159
GLASSWORKER	14	74
HAIRSTYLIST	1229	405
HEAVY EQUIPMENT TECHNICIAN	592	1609
INSTRUMENT MECHANIC	282	795
INSULATOR	239	217
IRONWORKER	9	151
LANDSCAPE GARDENER	14	240
LATHER-INTERIOR SYSTEMS MECHANIC	3	47
LOCKSMITH	43	93
MACHINIST	154	518
MILLWRIGHT	167	808
MOTORCYCLE MECHANIC	36	64
PAINTER AND DECORATOR	17	148
PARTSMAN	111	467
PLUMBER	141	1022
POWER LINEMAN	94	75
POWER SYSTEM ELECTRICIAN	23	25
PRINTING & GRAPHIC ARTS CRAFTSMAN	37	98
RECREATION VEHICLE MECHANIC	38	56
REFRIGERATION & AIR CONDITIONING MECHANIC	99	295
ROOFER	23	95
SAWFILER	9	29
SHEET METAL WORKER	31	481
SPRINKLER SYSTEMS INSTALLER	94	79
STEAMFITTER-PIPEFITTER	177	689
STRUCTURAL STEEL & PLATE FITTER	35	129
TILESETTER	5	14
TRANSPORT REFRIGERATION MECHANIC	4	33
WATER WELL DRILLER	2	38
WELDER	308	2533
TOTALS	6309	20236

Notes:

1. In 1995, the percentage of apprentices that received advanced standing, by months of credit, towards their apprenticeship program were:

1 - 6 months of credit: 33.81%
 7 - 12 months of credit: 23.82%
 13 - 18 months of credit: 8.85%
 19 - 24 months of credit: 11.69%
 25 - 30 months of credit: 2.05%
 31 - 36 months of credit: 5.45%
 37 - 42 months of credit: 0.04%
 43 - 48 months of credit: 0.08%
Totals: 85.79%

2. These apprentices received credit towards their formal instruction portion of their apprenticeship training through completion of training in an accredited program or training received from out of the province.
 3. These apprentices received time credit towards their on-the-job portion of their apprenticeship program based on a recommendation from an employer or provincial apprenticeship committee.

TABLE 7**Industry Advisory Network Meetings, By Trade, 1995**

TRADE	Provincial Apprenticeship Committees	Provincial Apprenticeship Sub- Committees	Totals Provincial Apprenticeship Committees	Totals Local Apprenticeship Committees	Totals All Committees
AGRICULTURAL MECHANIC	1	0	1	N/A	1
APPLIANCE SERVICEMAN	1	3	4	2	6
AUTOBODY TECHNICIAN	1	3	4	0	4
AUTOMOTIVE SERVICE TECHNICIAN	1	1	2	7	9
BAKER	0	1	1	1	2
BOILERMAKER	1	1	2	0	2
BRICKLAYER	1	1	2	1	3
CABINETMAKER	0	0	0	3	3
CARPENTER	1	3	4	3	7
COMMUNICATION ELECTRICIAN	0	0	0	0	0
CONCRETE FINISHER	0	5	5	0	5
COOK	0	2	2	3	5
CRANE & HOISTING EQUIPMENT OPERATOR	1	2	3	1	4
ELECTRICAL REWIND MECHANIC	0	0	0	2	2
ELECTRICIAN	1	4	5	6	11
ELECTRONIC TECHNICIAN	0	1	1	1	2
ELEVATOR CONSTRUCTOR	0	0	0	N/A	0
FLOORCOVERING INSTALLER	1	2	3	1	4
GASFITTER	1	1	2	1	3
GLASSWORKER	0	1	1	1	2
HAIRSTYLIST	0	5	5	7	12
HEAVY EQUIPMENT TECHNICIAN	1	2	3	10	13
INSTRUMENT MECHANIC	1	3	4	0	4
INSULATOR	1	0	1	2	3
IRONWORKER	0	7	7	0	7
LANDSCAPE GARDENER	1	2	3	1	4
LATHER-INTERIOR SYSTEMS MECHANIC	1	4	5	0	5
LOCKSMITH	1	1	2	1	3
MACHINIST	0	1	1	1	2
MILLWRIGHT	1	5	6	0	6
MOTORCYCLE MECHANIC	0	3	3	0	3
PAINTER AND DECORATOR	1	1	2	4	6
PARTSMAN	0	3	3	3	6
PLUMBER	1	4	5	4	9
POWER LINEMAN	0	1	1	2	3
POWER SYSTEM ELECTRICIAN	1	0	1	2	3
PRINTING & GRAPHIC ARTS CRAFTSMAN	0	2	2	0	2
RECREATION VEHICLE MECHANIC	0	1	1	3	4
REFRIGERATION & AIR CONDITIONING MECHANIC	0	1	1	1	2
ROOFER	0	2	2	0	2
SAWFLER	0	0	0	N/A	0
SHEET METAL WORKER	0	2	2	2	4
SPRINKLER SYSTEMS INSTALLER	0	2	2	0	2
STEAMFITTER-PIPEFITTER	0	5	5	2	7
STRUCTURAL STEEL & PLATE FITTER	1	1	2	0	2
TILESETTER	0	0	0	1	1
TOOL AND DIE MAKER	0	0	0	0	0
TRANSPORT REFRIGERATION MECHANIC	1	0	1	N/A	1
WATER WELL DRILLER	0	0	0	N/A	0
WELDER	0	3	3	2	5
TOTALS	23	92	115	81	196

Notes:

"N/A" refers to trades where Local Apprenticeship Committees are not available.

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